

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Internal Complaint Activity
Veterans Health Administration

29 CFR §1614.704(a) - (c)	29 CFR §1614.705 Comparative Data					
Complaint Activity	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	
Number of Complaints Filed in FY 1614.704(a)	1900	2036	2041	1768	1848	486
Number of Complainants 1614.704(b)	1794	1893	1881	1672	1736	483
Repeat Filers 1614.704(c)	102	123	138	87	101	3

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	
Race	1365	740	743	626	678	187
Color	104	55	63	44	92	20
Religion	105	51	77	68	50	17
Reprisal	1577	756	799	763	799	206
Sex	1014	501	534	455	494	138
National Origin	97	169	192	148	141	50
Equal Pay Act	11	6	9	9	20	1
Age	887	494	493	431	445	100
Disability	1009	539	547	471	506	137
Other	0	0	0	0	0	0
Non-EEO						

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29 CFR §1614.704(e)	29 CFR §1614.705 Comparative Data					
Complaints by Issue	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	
Appointment/Hire	75	97	98	53	52	10
Assignment of Duties	136	113	117	85	113	42
Awards	25	12	17	13	20	2
Conversion to Full-time	1	1	1	0	2	0
Disciplinary Action	295	292	363	258	290	71
Demotion	8	12	20	11	14	2
Reprimand	49	47	54	48	49	10
Suspension	79	87	112	85	77	23
Removal	47	57	55	36	45	8
Other	112	89	122	78	105	28
Duty Hours	64	29	48	45	49	28
Evaluation Appraisal	126	151	158	139	133	37
Examination/Test	1	0	1	0	1	1
Harassment	1557	945	1035	930	1013	289
Non-Sexual	1491	873	980	862	941	265
Sexual	66	72	55	68	72	24
Medical Examination	13	6	9	6	7	4
Pay (Including Overtime)	82	89	66	86	125	35
Promotion/Non-Selection	387	321	359	293	327	87
Reassignment	83	74	74	70	68	25
Denied						
Directed						
Reasonable Accommodation	109	130	134	140	174	57
Reinstatement	3	1	0	0	0	0
Retirement	24	24	21	22	18	8
Termination	215	178	149	111	132	34
Terms/Conditions of Employment	43	41	45	26	31	15
Time and Attendance	153	136	149	130	161	57
Training	51	58	62	43	49	17
Other	349	267	280	202	233	73

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29 CFR §1614.704(f)													
Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."		Previous Fiscal Year Data										Num.	Ave. Days
		Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave.D ays	Num.	Ave.D ays	2015	
		2010		2011		2012		2013		2014			
All complaints pending in Investigative Stage	1614.704	488	117.3	489	115.4	664	124.9	715	156.4	545	121.6	606	128.8
All complaints pending in Final Agency Action Stage	(f) (1)	235	498.9	270	503.4	243	513.5	182	532.1	262	486.7	257	506.1
All complaints pending in which Hearing was not requested	1614.704												
	(f) (2)	230	489.4	259	473.6	234	494.1	172	511.3	251	478.4	249	501.9
Time in Investigation Stage		230	182.1	259	180.6	234	169.4	172	208.2	251	202.2	249	190.1
Time to issue Final Agency Action		453	120	409	*124	464	*179	455	126	413	136	113	153
All complaints pending in which a Hearing was requested	1614.704												
	(f) (3)	1177	556.7	1234	595.8	1311	625.8	1482	716.9	1912	728.2	1963	754.0
Time in Investigation Stage		1177	183.2	1234	183.9	1311	184.3	1482	202.2	1912	205.8	1963	202.5
Time to issue Final Agency Action		323	14	393	15	362	12	286	14	250	17	67	15

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	
Total Complaints Dismissed by Agency	367	489	368	296	246	50
Average days pending prior to dismissal	48.37	48.2	57.2	59.8	56.7	50.8

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					2015
Complaints Withdrawn by Complainants	Previous Fiscal Year Data					
	2010	2011	2012	2013	2014	
Total Complaints Withdrawn by Complainants	162	180	193	58	155	37

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29 CFR §1614.704(i)	29 CFR §1614.705 Comparative Data											
Total Final Agency Actions Finding Discrimination	Previous Fiscal Year Data										2015	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	28	100%	31	100%	33	100%	31	100%	26	100%	6	100%
Without Hearing 704(h)(2)	9	32%	10	32%	11	33%	18	59%	13	50%	4	66%
With Hearing 704(h)(3)	19	68%	21	68%	22	67%	13	41%	13	50%	2	33%

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Basis	Previous Fiscal Year Data										2015	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	28	100%	31	100%	33	100%	31	100%	26	100%	6	100%
Race	4	11%	3	10%	2	6%	4	13%	6	23%	0	0%
Color					1	3%			1	4%	0	0%
Religion			1	3%			1	3%			0	0%
Reprisal	10	36%	14	45%	15	45%	11	34%	12	46%	3	50%
Sex	7	25%	5	16%	8	24%	7	22%	5	19%	1	16%
National Origin	2	7%					1	3%	1	4%	1	16%
Equal Pay Act											0	0%
Age	3	11%	2	6%	3	9%	1	3%			0	0%
Disability	7	25%	11	35%	13	39%	8	25%	10	38%	2	33%
Non-EEO											0	0%

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Basis	Previous Fiscal Year Data										2015	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Number Findings Rendered After Hearing 704(j)(3)	19	68%	21	68%	22	67%	13	41%	13	100%	2	33%
											0	0%
Race	3	75%	3	100%	1	50%	2	50%	3	23%	0	0%
Color					1	100%			1	8%	0	0%
Religion											2	100%
Reprisal	6	60%	11	79%	11	73%	3	30%	5	38%	0	0%
Sex	3	43%	4	80%	5	63%	5	63%	3	23%	1	50%
National Origin	2	100%					1	50%			0	0%
Equal Pay Act											0	0%
Age	2	67%	2	100%	2	67%	1	100%	1	8%	0	0%
Disability	5	71%	4	36%	9	69%	2	22%	6	46%	0	0%

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29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2015	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	28	100%	31	100%	33	100%	31	100%	26	100%	6	100%
Appointment/Hire	1	4%			2	6%	1	3%			0	0%
Assignment of Duties	3	11%	2	6%	1	3%					1	16%
Awards	1	4%	1	3%	1	3%			1	4%	0	0%
Conversion to Full-time			1	3%							0	0%
Disciplinary Action							2	6%			0	0%
Demotion			1	3%							0	0%
Reprimand					2	6%	1	3%			0	0%
Suspension	1	4%	5	16%							0	0%
Removal					1	3%	1	3%	1	4%	0	0%
Other			1	3%	1	3%					0	0%
Duty Hours					2	6%	1	3%	1	4%	1	16%
Evaluation Appraisal	1	4%	2	6%			1	3%	1	4%	2	33%
Examination/Test											0	0%
Harassment							12	38%	7	27%	1	16%
Non-Sexual	5	18%	3	10%	5	15%	6	19%	7	27%	1	16%
Sexual	4	14%	3	10%	4	12%	6	19%	2	8%	0	0%
Medical Examination			2	6%	1	3%					0	0%
Pay (Including Overtime)	1	4%	1	3%			2	6%			1	16%
Promotion/Non-Selection	8	29%	5	16%	6	18%	3	9%	2	8%	0	0%
Reassignment							1	3%			0	0%
Denied	1	4%									0	0%
Directed	1	4%			2	6%	1	3%	3	12%	0	0%
Reasonable Accommodation	3	11%	8	26%	6	18%	9	28%	8	31%	1	16%
Reinstatement	1	4%									0	0%
Retirement											0	0%
Termination	7	25%	3	10%	2	6%	2	6%	3	12%	2	33%
Terms/Conditions of Employment	1	4%									1	16%
Time and Attendance	1	4%	2	6%	2	6%			1	4%	0	0%
Training											0	0%
Other	4	14%	4	13%	5	15%	3	9%	6	23%	0	0%

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Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2015	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing 704(k)(3)	19		21	68%	22	67%	13	41%	13	100%	2	33%
Appointment/Hire							1	100%			0	0%
Assignment of Duties	3	100%	1	50%	1	100%					1	50%
Awards	1	100%	1	100%	1	100%			1	8%	0	0%
Conversion to Full-time			1	100%							0	0%
Disciplinary Action							2	100%			0	0%
Demotion			1	100%				100%			0	0%
Reprimand											0	0%
Suspension			4	80%			1	100%			0	0%
Removal					1	100%	1	100%			0	0%
Other											0	0%
Duty Hours							1	100%	1	8%	1	50%
Evaluation Appraisal	1	100%	2	100%	2	100%			1	8%	2	100%
Examination/Test											0	0%
Harassment							5	42%			1	50%
Non-Sexual	2	40%	2	67%	4	80%	2	33%	4	31%	1	50%
Sexual	0	0%	2	67%	2	50%	3	50%			0	0%
Medical Examination			1	50%	1	100%					0	0%
Pay (Including Overtime)							2	100%			0	0%
Promotion/Non-Selection	8	100%	5	100%	5	83%	3	100%	1	8%	0	0%
Reassignment											0	0%
Denied											0	0%
Directed					1	50%			1	8%	0	0%
Reasonable Accommodation	1	33%	3	38%	3	50%	1	11%	6	46%	0	0%
Reinstatement	1	100%									0	0%
Retirement											0	0%
Termination	4	57%	2	67%	1	50%	1	50%	1	8%	0	0%
Terms/Conditions of Employment	1	100%									1	50%
Time and Attendance	1	100%	2	100%					1	8%	0	0%
Training											0	0%
Other	4	57%	2	50%	3	60%	1	33%			0	0%

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29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2015	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)			31	100%	33	100%	31	100%	26	100%	6	100%
Findings Without Hearing 704(k)(2)			10	32%	11	33%	18	59%	13	100%	4	66%
Appointment/Hire					2	100%					0	0%
Assignment of Duties			1	50%			1	100%			0	0%
Awards											0	0%
Conversion to Full-time											0	0%
Disciplinary Action											0	0%
Demotion											0	0%
Reprimand											0	0%
Suspension	1	100%	1	20%							0	0%
Removal									1	8%	0	0%
Other					1	100%					0	0%
Duty Hours											0	0%
Evaluation Appraisal							1	100%			0	0%
Examination/Test											0	0%
Harassment							7	58%			0	0%
Non-Sexual	3	60%	1	33%	1	20%	4	67%	3	23%	0	0%
Sexual	4	100%	1	33%	2	50%	3	50%	2	15%	0	0%
Medical Examination			1	50%							0	0%
Pay (Including Overtime)			1	100%							1	25%
Promotion/Non-Selection					1	17%			1	8%	0	0%
Reassignment							1	100%			0	0%
Denied											0	0%
Directed	1				1	50%	1	100%	2	15%	0	0%
Reasonable Accommodation	2	67%	5	63%	3	50%	8	89%	2	15%	1	25%
Reinstatement											0	0%
Retirement											0	0%
Termination	3	43%	1	33%	1	50%	1	50%	2	15%	2	50%
Terms/Conditions of Employment											0	0%
Time and Attendance											0	0%
Training											0	0%
Other	3	43%	2	50%	2	40%	2	67%	6	46%	0	0%

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29 CFR §1614.704(l)	29 CFR §1614.705 Comparative Data					
Complaints Pending From Previous Fiscal Years by Status	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	
Total complaints from previous Fiscal Years 704(l)(1)	937	1033	1139	1395	1695	2805
Total Complainants 704(l)(2)	837	925	1017	1228	1485	2427
Number complaints pending: 704(l)(3)						
Investigation	1	2	7	2	8	361
ROI issued, pending Complainant's action	6	5	9	6	6	114
Hearing	770	812	904	1189	1454	1962
Final Agency Action	117	134	111	94	125	258
Appeal with EEOC Office of Federal Operations	43	80	108	103	102	110

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					
Complaint Investigations	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	
Number Pending Completion of Investigation	488	490	665	714	545	606
Pending Investigations Over Required Time Frames	21	15	42	151	28	41